



**“Training our workforce  
in new ways of  
doing business  
must be our  
number one priority.”**

—The Hon. Jacques Gansler  
USD(AT&L)

For Fast-Track Initiatives  
progress, visit our Web site:  
[www.acq.osd.mil/dau](http://www.acq.osd.mil/dau)  
or call COL Joe Johnson, USA:  
**703.805.2140**



## The New DAU *Fast-Track Initiatives*



The Way Ahead



Next Generation Acquisition Training



**“Building a new culture to  
provide ‘best-in-class’  
acquisition education  
and training.”**

Smart Business 20/20

## The Way Ahead For Acquisition Training

Dramatic economic and political changes have forced America and the DoD to rethink our business processes. Corporate America has downsized in an effort to reduce costs and improve efficiency; the Department of Defense (DoD) and the Defense Acquisition University (DAU) are restructuring in order to meet this rapidly changing business and acquisition environment. It is critical that we prepare the Acquisition, Technology and Logistics Workforce (AT&LWF) for new ways of doing business by improving acquisition training to develop better business practices.

Adaptability, speed, and customer-targeted training are qualities valued by the AT&LWF. Our strategic plan is focused on aggressively moving forward with distance learning, knowledge management, and the transition to a case-based training environment. Through the strategic plan, we are building an organizational culture that empowers the DAU workforce, encourages innovation, and establishes strategic alliances and partnerships with the private sector and field organizations. The result should be a more responsive and agile DAU organization.

We are now implementing these initiatives, including case-based training; faculty renewal and development; distance learning; and improved, targeted training. To move DAU forward, establish a collaborative and teaming environment, and improve the efficiency of our existing and proposed train-

ing, the following Fast-Track Initiatives have been developed to offer a renewed vision and organizational structure:

### *DAU HQ/DSMC Collocation at Fort Belvoir*

The relocation of current headquarters personnel from Alexandria to Fort Belvoir will result in improved efficiency, more synergistic teamwork, and facility cost savings. It will also allow us to avoid duplication of staff functions. These improvements, along with the transition in staff functions, should facilitate speed, quality, and better responsiveness in a dynamic acquisition environment.

### *Revision of PM Training Curriculum*

Distance learning/web-based training will be applied to the Program Management (PM) career field wherever appropriate. The ACQ-101 course is currently offered in distance-learning format. The new PMT-2XX PM Tools Course and the ACQ-201 Intermediate Systems Acquisition Course are being designed and developed in a web-based training format. The new PMT-3XX Program Management Course and revised PMT-302N Advanced Program Manager's Course (APMC) will also employ technology-based learning formats. In the future, the APMC will be attended by a highly select group of students. It will consist of a case-based training format that is better focused and clearly targeted for senior acquisition leaders.

## **Critical Thinking and Case-Based Curriculum**

Critical thinking will be a central theme throughout all DAU courses, especially level III courses. The curriculum will be scenario-based and/or case-based and will depict contemporary and emerging problems students will encounter on the job. The source for the problems will be program management offices and senior acquisition leadership. Our goal is to ensure that we provide the AT&LWF with the right knowledge and skill sets to consistently shape smart business deals.

## **Faculty Development and Currency**

DAU faculty will undergo an intense and thorough development program to obtain case-study writing skills, facilitation skills, applied research skills, and targeted consulting skills. We will do more consulting and research to ensure that faculty members stay current within their respective areas and abreast of the contemporary and emerging problems. We will aggressively recruit to maintain a world-class faculty.



## **Budget Reassessment and Realignment**

DAU is faced with a tough budget environment as are all DoD organizations. In response to new priorities established by the acquisition senior leadership, we must reprioritize our requirements within the existing budget framework. These new priorities will be debated and coordinated as we move forward. The AT&LWF training requirements will be reassessed in light of changing needs to ensure that DAU is aligned with our customers' needs. The move to a case-based training environment, increased emphasis on distance learning, and job-specific targeted training will require shifting priorities and the reallocation of funding.

## **FIPT/OIPT Jump-Start**

Successfully "jump-starting" the Functional Integrated Process Team/Overarching Integrated Process Team (FIPT/OIPT) is a top priority. With increased momentum, we will promote teamwork and a collaborative atmosphere for this advisory process, which is critical to the development of training in a dynamic and rapidly changing environment. Meetings will be held among all key



stakeholders to move the FIPT/OIPT processes forward. Roles and responsibilities will be mapped out and assigned. Periodic reviews and continuous teaming and coordination will be conducted to ensure progress as we improve the quality of all AT&LWF training.

## **Supporting the New "5000" Changes**

DAU curriculum will be revised to reflect changes in the "5000," and these changes will be reflected on websites and publications, as well. Internal and external forums will be conducted to help disseminate the changes. Targeted consulting will be offered to program offices to demonstrate how the new changes may/will impact acquisition strategies.

## **Knowledge Management**

DAU will work closely with OSD and the Services to establish an Acquisition Knowledge Management Center (AKMC) with key Communities of Practice (CoP). We have already initiated baseline actions and look forward to teaming with the Air Force, Army, Navy, and key functional leaders. For example, the Defense Systems Manage-



ment College will develop and maintain the Program Management CoP, and we are teaming with the Director of Defense Procurement, OSD, in establishing the contracting CoP.

## **Change Management Center**

DAU is the "natural fit" for the strategic alliance initiative and continuation of the Change Management Center. We will work aggressively with the current Change Management Center to develop a corporate university structure that will operate as a catalyst for change. The move will allow DAU and the acquisition community to take full advantage of the facilities and other resources at DSMC.

## **Strategic Alliances**

DAU will form strategic alliances with key partners throughout the DoD and commercial enterprises. Alliances will be formed with key partners in price-based acquisition, alternate dispute resolution, training development and delivery, benchmarking/metrics, performance-based services contracting, business-case development, reduced total ownership cost, and others. The goal is to team with best-in-class partners.

